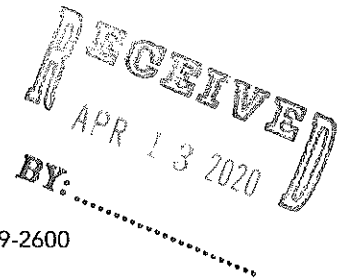




Scholastic Book Fairs
1080 Greenwood Boulevard, Lake Mary, FL 32746 • 407-829-7300 • FAX 407-829-2600
www.scholastic.com/bookfairs



April 6, 2020

VIA CERTIFIED MAIL

Marcelia Nicholson
Milwaukee County Board of Supervisors
Courthouse, Room 201
901 North 9th Street,
Milwaukee WI 53233

VIA CERTIFIED MAIL

Wisconsin Department of Workforce
Development
201 E. Washington Ave
P.O. Box 7946
Madison, WI 53707

VIA CERTIFIED MAIL

Mayor Tom Barrett
City Hall
200 E. Wells Street, Room 201
Milwaukee, WI 53202

VIA CERTIFIED MAIL

Adult & Dislocated Worker Programs
Wisconsin Department of Workforce
Development
201 E Washington Ave
Madison, WI 53707

VIA CERTIFIED MAIL

President Ashanti Hamilton
Council President
200 E. Wells Street
Room 205
Milwaukee, WI 53202

VIA CERTIFIED MAIL

Chris Abele, County Executive
Milwaukee County
Milwaukee County Courthouse, Rm 306
901 N. 9th Street
Milwaukee, WI 53233

Re: Notice of Planned Action in Response to COVID-19

To whom it may concern:

As a result of the unforeseeable, direct dramatic and significant downturn in business and revenue caused by the Coronavirus (COVID-19) natural disaster and the resulting public health emergency, we are writing to inform you that there will be a mass layoff, to the extent a furlough is considered a layoff, at the Scholastic Book Fairs ("Scholastic" or the "Company") facility located at 7501 N. 81st Street Suite 200 Milwaukee, WI 53223.

We decided to furlough employees as a result of COVID-19, which has rapidly spread throughout the U.S., necessitating updated and more stringent public health measures. Because of this pandemic, the Company's ability to operate has been impeded. This impact includes significantly decreased revenue and customer counts as a result of widespread closing school closings – i.e., 46 states in the U.S. have closed or are announcing the closing of schools – across the Book Fairs, Book Clubs and Scholastic Education departments, which are inextricably

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APR 13 2020

BY:

intertwined to schools. These circumstances were not reasonably foreseeable until recently when the ongoing impact of COVID-19 became clear. For these reasons, we are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed that may have been required by the Worker Adjustment and Retraining Notification Act (WARN), 29 U.S.C. § 2101 et seq., and the regulations of the United States Department of Labor, 29 C.F.R. § 693 et seq. While we believe the furlough to be temporary and may not trigger state or federal WARN, we do not know what the future will hold at this juncture and are providing this notice out of an abundance of caution. By giving this notice, Scholastic does not concede that it is a covered employer as defined in WARN or under other applicable law or regulations, nor does it concede that the planned action constitutes either a plant closing or a mass layoff as defined in WARN or any other applicable law.

The furlough is expected to be temporary, and commenced on March 18, 2020 or within a fourteen (14) day period commencing on that date. During the temporary furlough, the entire plant will be closed. At this time, we are planning for employees to come back to work on or about May 31, 2020; however, we cannot determine at this time the full impact of the COVID-19 pandemic upon our business and employees' return to work will depend on conditions improving and government officials allowing us to reopen our business.

Fifty three (53) employees at this location have been furloughed. There will not be any bumping rights for the affected employees -- that is, employees will not be able to displace more junior employees out of their job positions as a result of this planned action. The affected employees are not represented by a union.

If you have any questions or want additional information concerning this matter, please contact John Moore, Human Resources Manager, at 513-714-1023.

Very truly yours,

By: _____


John Moore

Human Resources Manager